



FORTS MCPHERSON AND GILLEM BASE REALIGNMENT AND CLOSURE TOWN HALL

Colonel Deborah B. Grays
Garrison Commander

18 November 2009

Our Mission: *An installation that provides continued quality support and service to our military family through transformational leadership, management, innovation, and technology during the BRAC transition process.*

Proudly Serving Tomorrow's Army . . . Today!



WHAT'S NEW SINCE LAST TOWN HALL?

- Concept of Support Briefing – 9 Sep 09
- Four tenant units depart: USAAA, CHPPM South, GSA, and 52nd EOD
- Building Closures: Fort McPherson – 4 more, 8 total
- Building Consolidations (DPTMS, DPW)
- Dobbins Commissary approved, awaiting AF funding
- Five projects contracted at Fort Gillem Enclave
- FORSCOM/USARC/Garrison EXPO, 23 Sep 09
- HAP Program now processing applications
- ACSIM BRAC Chief Visit, 20 Oct 09



AGENDA

- Concept of Support
- Human Resources
- Human Capital Strategy
- New IMCOM Command Team
- Questions and Answers



CONCEPT OF SUPPORT

Mr. Glynn D. Ryan
BRAC Chief



CONCEPT OF SUPPORT COMMANDER'S INTENT



Commander's Intent

- Assist tenant organizations with relocation
- Establish an enclave at Fort Gillem
- Close Fort McPherson and Fort Gillem in compliance with BRAC directives

*Reference: Headquarters, US Army Garrison (USAG), Fort McPherson, GA Execution Order (EXORD)
USAG, Fort McPherson Closure Plan, 17 April 2009*



CONCEPT OF SUPPORT CONCEPT OF OPERATIONS

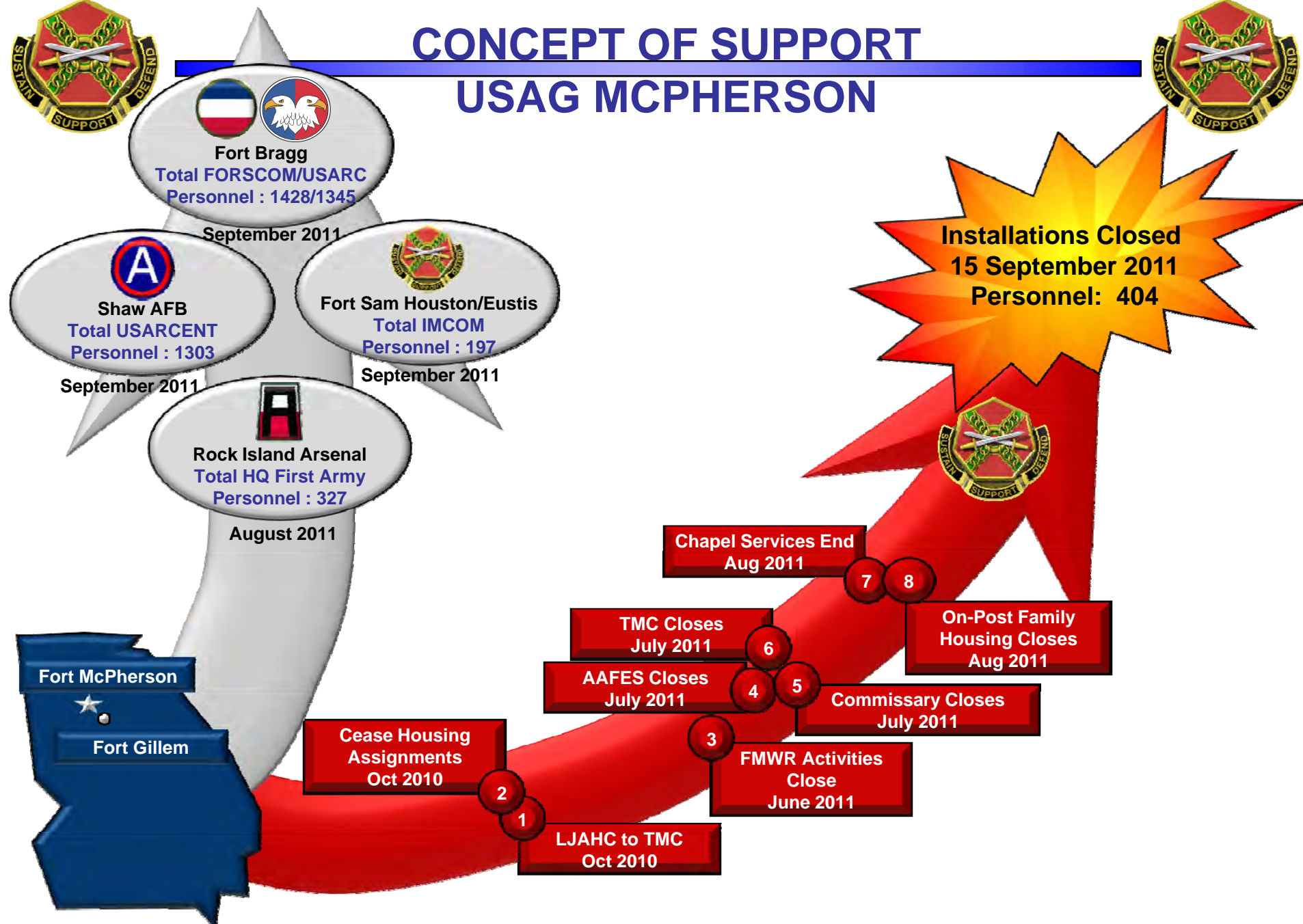


- PHASE I – PLANNING AND PREPARATION
 - 8 September 2005 – 30 June 2009
- PHASE II – DRAWDOWN OPERATIONS / FACILITY REDUCTION / ADVANCE PARTY MOVEMENT / UNIT RELOCATION
 - 1 July 2009 – 14 June 2011
- PHASE III – RELOCATION / CEASE ACTIVE DUTY MISSION
 - 15 June 2011 – 15 Sep 2011

Reference: Headquarters, US Army Garrison (USAG), Fort McPherson, GA Execution Order (EXORD)
USAG, Fort McPherson Closure Plan, 17 April 2009

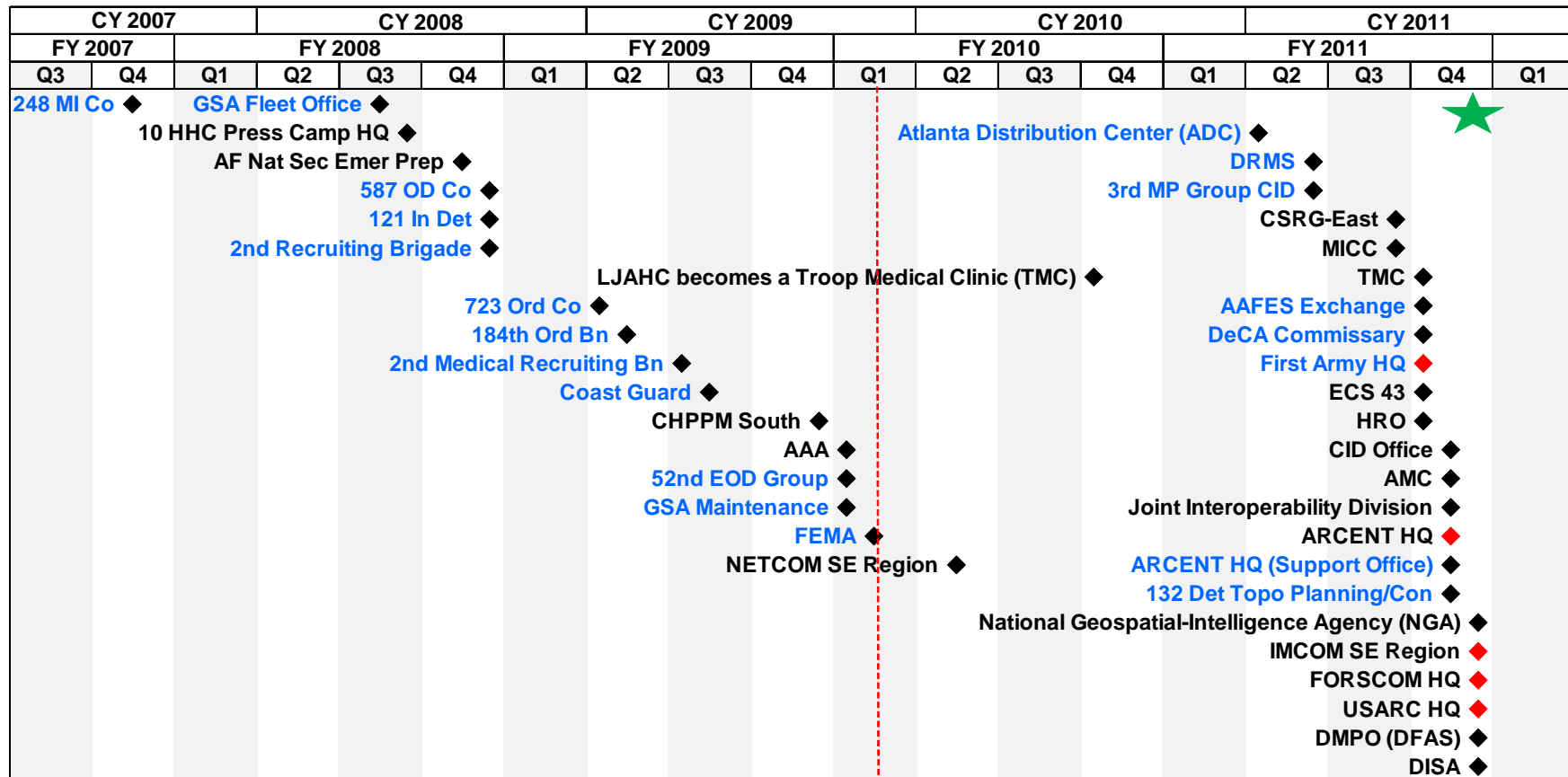


CONCEPT OF SUPPORT USAG MCPHERSON





CONCEPT OF SUPPORT UNIT MOVEMENT TIMELINE



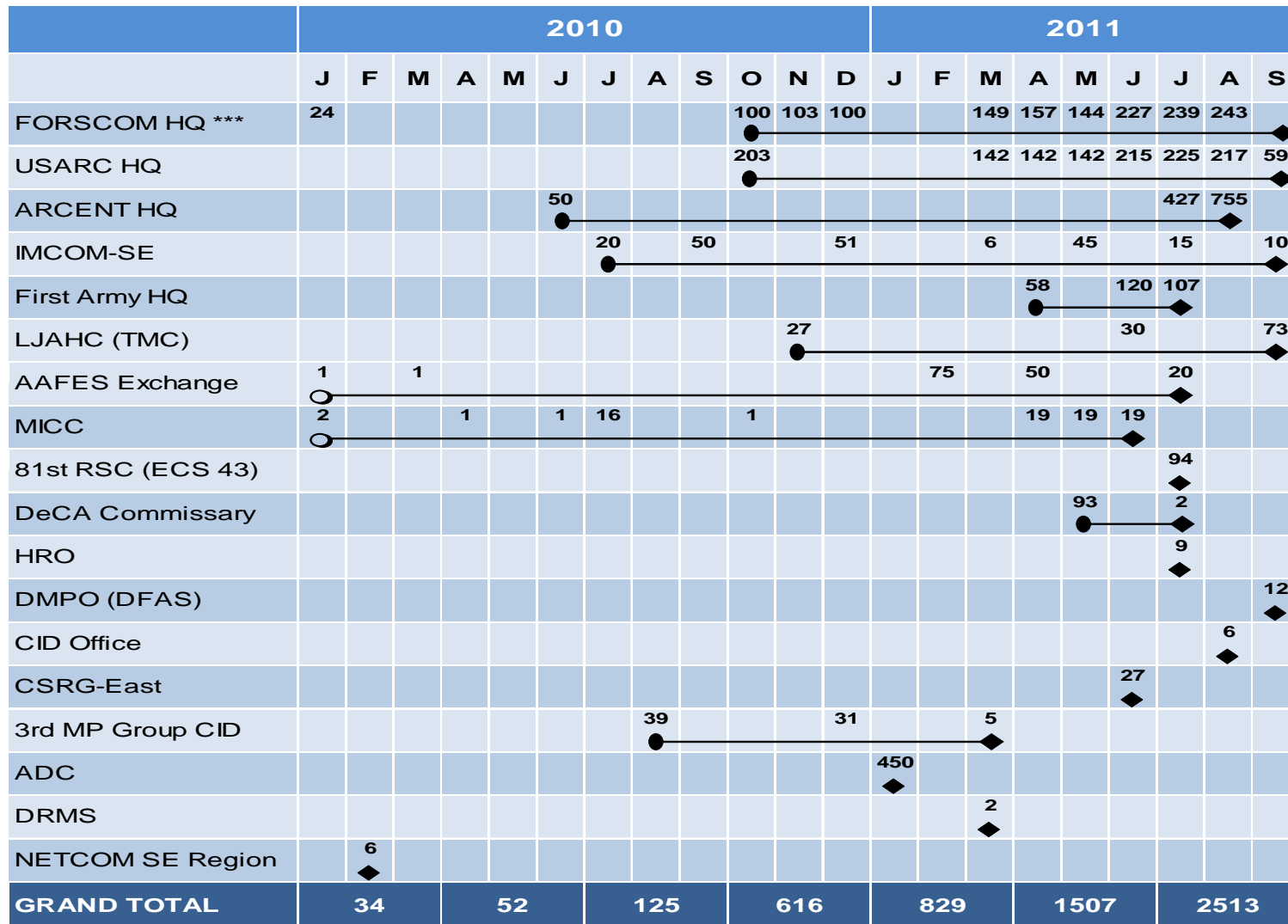
FORT MCPHERSON

FORT GILLEM

- ♦ UNIT DEPARTURE COMPLETE
- ♦ MAJOR UNIT DEPARTURE COMPLETE
- ★ 15 SEPTEMBER 2011 CLOSURE



CONCEPT OF SUPPORT PERSONNEL MOVEMENT



○ Move starts prior to 2010

● Start Move


◆ End Move / Milestone

*** AMC, Joint Interoperability Division, National Geospatial-Intelligence Agency, and DISA are included in FORSCOM strength



CONCEPT OF SUPPORT GARRISON CLOSURE TIMELINE



	PHASE I						PHASE II						PHASE III		
	CY 2008		CY 2009				CY 2010				CY 2011				
	FY 2008		FY 2009				FY 2010				FY 2011				
	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
DPTMS															
	CONTINUE TO SUPPORT OPERATIONS														



CONCEPT OF SUPPORT

GARRISON CLOSURE TIMELINE (cont)




	PHASE I						PHASE II						PHASE III	
	CY 2008		CY 2009				CY 2010				CY 2011			
	FY 2008		FY 2009				FY 2010				FY 2011			
	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
DPW/L	CONTINUE TO SUPPORT OPERATIONS													
	Personal property listings to LRA ♦													
	Notify all fueling users that on-post refueling points will cease operation 15 March 2011 ♦													
	Cease family housing assignments ♦													
	Notify activities serviced by the ASP that all ammunition services cease 15 March 2011 ♦													
	ITO will address the GSA vehicle requirements to Garrison ♦													
	Fort McPherson will no longer coordinate in-bound shipments or storage shipments ♦													
	All ammunition services will stop ♦													
	Refueling points operations will cease ♦													
	All HAZMAT must be turned into the HAZMAT Pharmacy ♦													
	Abandoned property, frustrated luggage will no longer be received ♦													
	Ammunition and/or other munitions stored under a mutual aid agreement terminated and storage will cease ♦													
	All transactions involving the use of credit cards will cease ♦													
	Passport Services, Bldg 181, Fort McPherson, will cease operations ♦													
	Wagonlit Travel Office, Bldg 348, Fort McPherson, will cease to process travel transactions ♦													
	All organization property shipments complete ♦													
	Housing referral services will cease ♦													
	All personal property counseling and shipment requests completed ♦													
	Termination of all AFH/UPH occupancy must be complete, and all quarters vacated ♦													
	All current recycling services will cease ♦													
	GSA vehicles will be turned in ♦													



CONCEPT OF SUPPORT

GARRISON CLOSURE TIMELINE (cont)




	PHASE I						PHASE II								PHASE III
	CY 2008		CY 2009				CY 2010				CY 2011				
	FY 2008		FY 2009				FY 2010				FY 2011				
	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
HRO	CONTINUE TO SUPPORT OPERATIONS														
	Priority Placement Program (PPP) Early Registration ♦ Local HRO installation services and support will end ♦														
DES	Close Flankers Gate at Fort Gillem ♦ No longer accepting found/abandoned private property ♦ Abandoned vehicles will be automatically towed and impounded off post ♦ Military Police Reports (MPR) will cease to be generated ♦ Termination of Vehicle/Weapon registration ♦ Mutual Aid to local communities will end ♦ Termination of Arms Room Storage ♦ Termination of fingerprinting services ♦ Termination of Bar Roster services ♦ Termination of Emergency Warning Activation System (EWAS) services ♦ Termination of JSIIDS Monitoring services ♦ Termination of Physical Security Inspections ♦ Termination of Monaco Fire Alarm Monitoring services ♦ Termination of 9-1-1 services ♦ Termination of Money Escort services ♦ Close Lee Street Gate at Fort McPherson ♦ Transition law enforcement/fire protection to successor civilian or DoD organization(s) ♦ Complete relinquishment of Fort McPherson DES responsibility ♦														



CONCEPT OF SUPPORT GARRISON CLOSURE TIMELINE (cont)



	PHASE I						PHASE II								PHASE III	
	CY 2008		CY 2009				CY 2010				CY 2011					
	FY 2008		FY 2009				FY 2010				FY 2011					
	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4		
** DOIM **																
	CONTINUE TO SUPPORT OPERATIONS															
	Begin termination of telecommunication services & prepare ADPE for turn in or transfer ♦															
	Terminate all circuit and systems ♦															
	Turn in hand-receipted VI and Training Device equipment ♦															
	Complete TI inspection and DA Form 3191 ♦															
	Turn in government pagers and cellular phones ♦															
	Turn in borrowed VI equipment to AV services ♦															
	Close MIPRs on all departing units returning funds to units ♦															
	Final process of returned COMSEC items ♦															
Security clearance termination statement/disposition of prior personnel security files ♦																
Provide all communications technical data in possession of DOIM to NETCOM designated agent ♦																
Turn in COMSEC equipment and keying material ♦																
Shut down G-4 and KCR VTC operations ♦																
Shut down conference room VI operations ♦																
Turn in all IT and telephone equipment ♦																
Cancel credit cards/close all contracts ♦																



CONCEPT OF SUPPORT GARRISON CLOSURE TIMELINE (cont)




	PHASE I						PHASE II						PHASE III	
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	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
RMO	CONTINUE TO SUPPORT OPERATIONS													
	Submit final TDA for caretaker workforce to IMCOM SE/HQ for approval ♦													
	Begin year-end close-out and reconciliation of accounts ♦													
	Open Citi Bank Government Travel Credit Card accounts transferred/closed ♦													
	Vanpool coordinators must terminate their contract, turn in their assigned vehicle, and settle accounts ♦													
PAO	Vans will be turned in with the discontinuation of benefits ♦													
	All Garrison personnel in the Defense Travel System (DTS) will either be detached or deleted ♦													
	The Mass Transportation Benefit Program will be discontinued ♦													
	All remaining Inter-Service Support Agreements (ISSA) terminated ♦													
	Discontinue Liaison with Fort McPherson and Associated Credit Unions ♦													
ENCLAVE	Transition Sentinel from a weekly newspaper to a weekly newsletter transmitted electronically ♦													
	Cease installation tours and support of private organizations and organizational EEO luncheons ♦													
	Cease narration support of ceremonies; becomes unit responsibility ♦													
	Transition Sentinel from a weekly to a monthly newsletter transmitted electronically ♦													
ENCLAVE	Deactivate Fort McPherson website ♦													
	Establish Gillem Enclave; Fort Gordon begins assuming management responsibility ♦													
ENCLAVE	Complete management responsibility transfer to Fort Gordon ♦													



CONCEPT OF SUPPORT GARRISON CLOSURE TIMELINE (cont)



	PHASE I						PHASE II								PHASE III
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	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
HQ CMD DHR DFMWR SAFETY															
	CONTINUE TO SUPPORT OPERATIONS														
	Deactivate HQ CMD and all supporting commands ◆														
	DIMHRS will be deployed; change in DHR business practices and procedures ◆ Transfer records to enclave activities for self storage and self disposition. No new records accepted ◆ Official mail and distribution services to all customers will stop ◆ Archive USAG records at DA Records Holding Area or destroyed IAW disposition instructions. No new records accepted ◆														
	Review all contracts for termination IAW projected closure dates ◆ Publish announcements that all Forts McPherson and Gillem FMWR activities will close in 120 days ◆ Close all Forts McPherson and Gillem FMWR activities to public ◆ Excess equipment turn-in completed ◆ Cease turn in of Rad Waste ◆ Final pick-up of all Rad Waste ◆														



CONCEPT OF SUPPORT GARRISON CLOSURE TIMELINE (cont)



	PHASE I						PHASE II						PHASE III	
	CY 2008		CY 2009				CY 2010				CY 2011			
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	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
SJA	CONTINUE TO SUPPORT OPERATIONS													
	Transfer claims function ♦													
EO	Stop Legal Assistance services and vacate building 41 ♦													
	Refer all formal complaints to either Fort Gordon or Fort Benning ♦													
RELIGIOUS SUPPORT	Cease accepting EO complaints ♦													
	Reconcile and close all accounts ♦													
	Vacation Bible School program will conclude ♦													
	Religious education programs will end ♦													
IG	Conduct last Sunday Chapel service ♦													
	Conclude Protestant Sunday School ♦													
EEO	Chapel Auxiliaries will be closed ♦													
	Chapel Center and Religious Education buildings will cease operations and be vacated ♦													
ENVIRONMENT	Cease accepting IG investigation/inquiry cases ♦													
	IG support/services must cease operations ♦													
	Cease accepting EEO complaints ♦													
	Provide written notice to EEOC of transfer of complaints to the gaining EEO office ♦													
	Oversee remedial actions for sites involved in IRP, CC, and MMRP program at Forts McPherson and Gillem ♦													



CONCEPT OF SUPPORT BUILDING TURN-IN



FORT GILLEM BUILDINGS

100	147	309	509
101	148	310	510
T-101	149	312	511
T-102	150	315	512
102	151	319	513
103	152	321	514
104	153	322	515
106	154	323	516
107	155	324	517
108	156	325	589
110	199	326	600
112	200	327	603
113	201	328	604
114	205	335	605
115	206	336	606
117	207	337	609
122	208	338	610
125	209	400	611
129	210	401	613
131	211	406	614
132	212	407	615
133	213	408	617
134	214	409	618
135	217	410	T-617
136	220	411	T-619
137	224	416	
138	226	426	
139	300	427	
140	301	499	
141	304	501	
142	305	505	
143	306	506	
145	307	507	
146	308	508	

FORT MCPHERSON BUILDINGS

1	41	132	241	369	475	532	608
2	42	135	243	370	476	533	
3	46	136	248	380	477	534	
4	47	137	250	400	478	535	
5	50	138	309	401	480	536	
6	51	139	311	402	481	537	
7	52	140	312	403	483	538	
8	53	141	315	404	499	539	
9	54	142	316	405	501	540	
10	56	144	326	406	503	541	
11	57	160	328	407	504	542	
12	58	162	329	409	506	543	
13	59	167	331	410	507	544	
14	60	168	336	411	508	545	
15	61	169	337	412	509	546	
17	62	170	338	413	510	547	
18	63	171	339	414	511	548	
19	65	172	340	415	512	549	
20	100	178	341	416	514	550	
22	101	179	343	417	515	551	
23	102	180	344	418	516	552	
24	104	181	346	419	517	553	
25	105	182	347	421	518	554	
26	106	183	348	422	519	555	
27	107	184	349	427	520	556	
28	110	185	350	430	522	557	
29	119	186	351	431	523	558	
30	123	200	353	432	524	559	
31	125	205	354	433	525	600	
32	126	206	363	436	526	601	
33	128	207	364	441	527	602	
34	129	215	365	448	528	603	
35	130	238	366	449	529	604	
40	131	240	368	450	530	605	

USAG Operation	134	36.6%
Housing	117	32.0%
Occupied by Tenants	80	21.9%
Tenants vacating	3	0.8%
Turned in	12	3.3%
No Action Required	20	5.5%
Total	366	100.0%

Note: This report does not include retained enclave buildings



CONCEPT OF SUPPORT FRICTION POINT



Friction Point: Retention of Garrison Personnel through Closure.

Background/Discussion:

- Major units will be departing the last quarter of FY 2011.
- Peak workload is expected at the very time during which most garrison personnel will be leaving.

Mitigating Strategy: We must be creative in retaining current staff and seeking surge workforce. Options under consideration are:

- Incentivize current garrison personnel to stay
- As positions are no longer required, reutilize personnel in other positions
- TDY manpower from other installations
- Open and continuous announcements for key and critical positions

Recommendation: Need IMCOM-SE support for all strategies utilized.

☐ **Lead:** USAG Command Group

☐ **Support:** HRO



CONCEPT OF SUPPORT FRICTION POINT



Friction Point: ODB Approval of Caretaker Support

Background/Discussion: Major tenant units are departing during the last quarter of FY 2011. We expect the workload to complete garrison close-out to exceed the capability of initial proposed caretaker force. IMCOM-SE supports 36-position base caretaker support, and 77-position short-term “Phase 2” caretaker force to handle surge immediately after closure. Caretaker spaces are currently on Gordon TDA.

Mitigating Strategy: ACSIM ODB support for request for 36-position base and 77-position “Phase 2” caretaker staff to handle the anticipated surge in garrison close-out activities.

Recommendation: ACSIM ODB support requirement for caretaker staffing as described above

☐ **Lead:** ACSIM ODB

☐ **Support:** USAG McPherson



CONCEPT OF SUPPORT



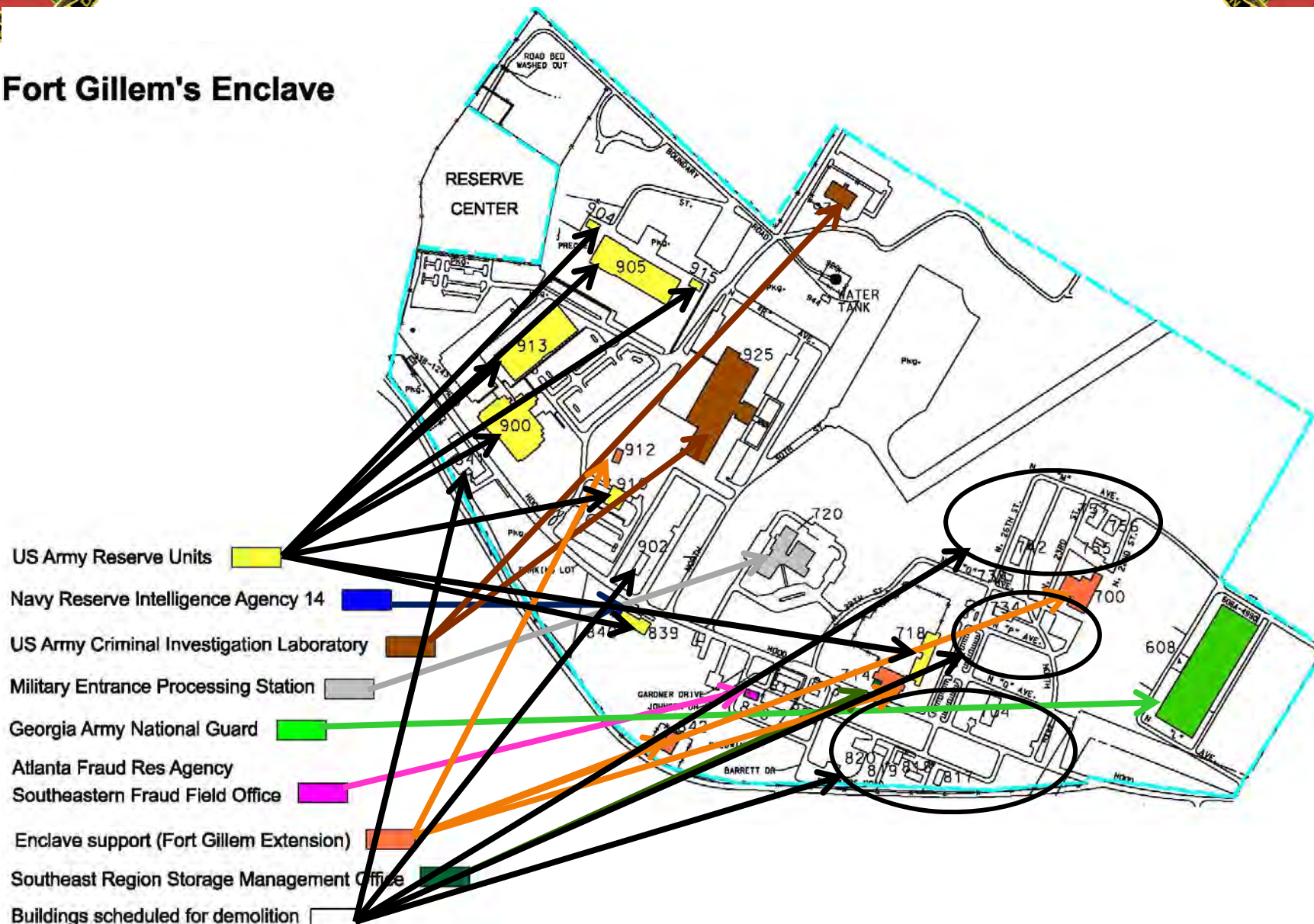
STAND UP THE GILLEM ENCLAVE



CONCEPT OF SUPPORT – ENCLAVE



Fort Gillem's Enclave





CONCEPT OF SUPPORT

ENCLAVE – END STATE DEMOGRAPHICS



ORGANIZATION	OFF	WO	ENL	TTL MIL	DOD CIV	OTH	TTL CIV	TTL POP	FTS Mil ⁽¹⁾
TOTAL ACTIVE	2	0	5	7	624	25	649	656	7
TOTAL GA ARMY NG	66	23	431	520	7	0	7	527	25
TOTAL NAVY RESERVE	72	0	119	202	2	0	2	204	5
TOTAL ARMY RESERVE	378	41	1272	1691	1	0	1	1692	237
GRAND TOTAL	518	64	1827	2420	634	25	659	3079	274

	Total Full-Time
MIL AC	7
MIL NG	25
MIL RES	242
DoD CIV	634 ⁽²⁾
OTH CIV ⁽³⁾	25
TOTAL F-T	933

NOTES:

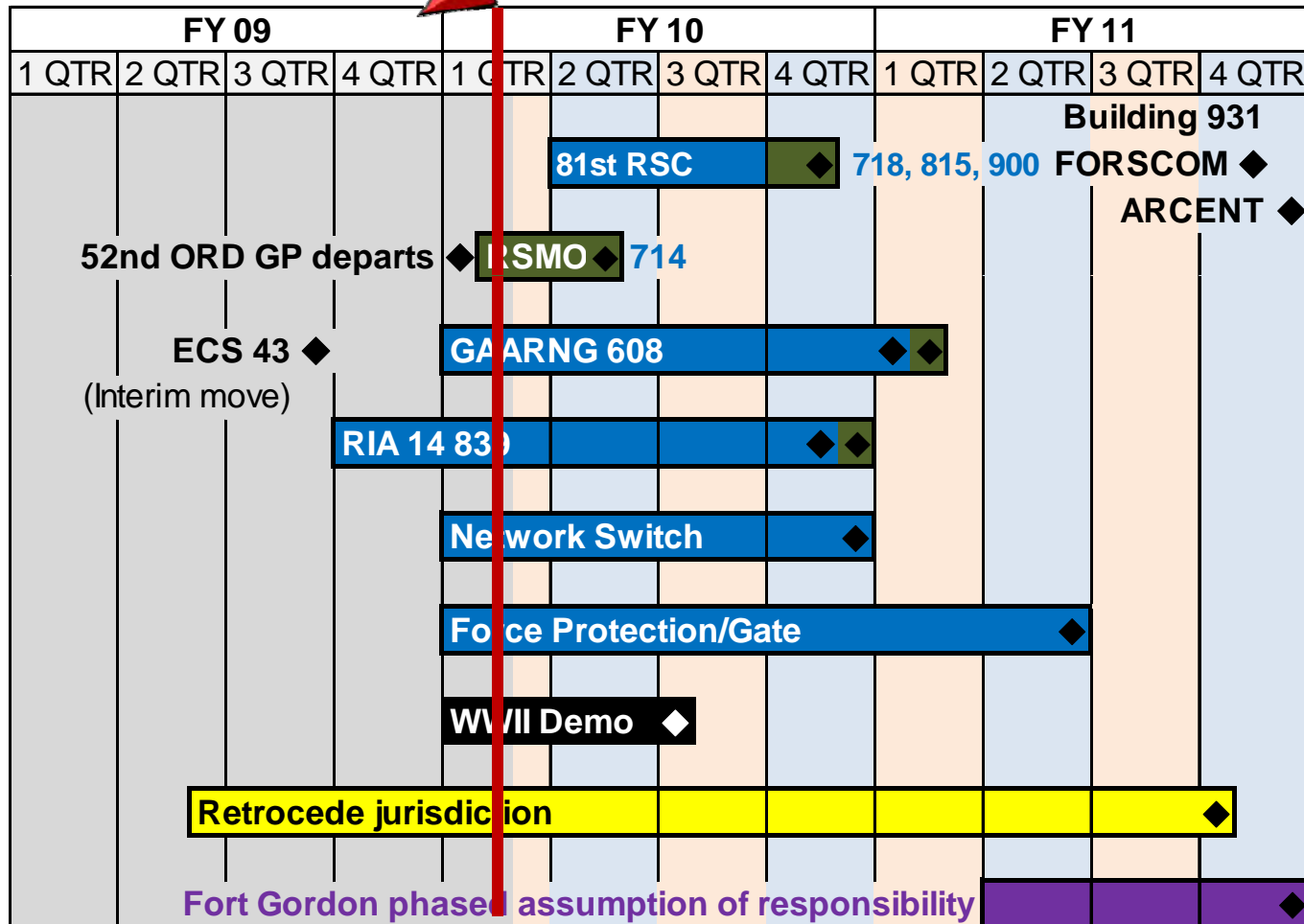
(1) FTS = Full-time support; included in TTL POP number

(2) Includes Enclave Support and Security Staff

(3) OTH CIV = Contractors, other non-DoD



CONCEPT OF SUPPORT ENCLAVE TIMELINE



	MILCON/Renovations
	Unit moves into enclave
	Demolition
	Jurisdiction
	Transfer of responsibility
	Unit moves off enclave



CONCEPT OF SUPPORT ENCLAVE BUILDING STATUS



BUILDINGS IN THE ENCLAVE

ASSIGNED

A	608	G	910
U	700	G	912
A	714	G	913
A	718	G	913A
G	720	G	915
G	838	G	919
A	839	G	925
G	840	U	930
U	842	R	931
G	900	G	938
G	904		
G	905		

U	USAG Operation	3	13.6%
R	Occupied by outbound tenants or delays in final occupancy	1	4.5%
A	On Track but not completed	4	18.2%
G	Occupied by enclave tenants	14	63.6%
Total		22	100.0%

608 is vacant and ready to begin renovations.

931 is occupied by 132nd TOPO, part of ARCENT move to Shaw AFB

839 is the ARISC/SCIF being expanded to accommodate RIA-14

714 52nd EOD out Oct 09. Assigned to RSMO and Enclave Mgt support

718 empty. 81st RSC movement est completion 31 Aug 2010

TO BE DEMOLISHED

D	704	D	814
U	734	D	817
A	738	D	818
A	742	D	819
D	755	D	820
D	756	D	822
D	757	D	841
D	813	D	902

D	Empty to be Demolished	13	81.3%
U	USAG Operation	1	6.3%
R	Occupied by tenants with extended or no move dates	0	0.0%
A	Tenants in process of moving out	2	12.5%
G	Demolished	0	0.0%
Total		16	100.0%



CONCEPT OF SUPPORT OPERATING THE ENCLAVE



- Fort Gordon will oversee enclave operations
 - End state:
 - Fully transitioned Enclave, operated by a small on-site administrative support cell (with functional reps), plus a full-time DA guard security element, with major strategic support and C2 provided by Ft Gordon
 - Process:
 - Fort Gordon takes control of the enclave 15 September 2011
 - Transition begins the 2nd Quarter of 2011
 - Projected personnel 68, mostly DA Guards
 - Coordinating enclave stand-up with operations through monthly VTCs and teleconferences, the next is 15 December.



HUMAN RESOURCES OFFICE (HRO)

Ms. Fran Shivers
Director, HRO



RETIREMENT – CSRS

Optional: Leaving Federal service before you meet age and service for Immediate Retirement Benefits – you may be eligible for deferred benefits.

➤ To be eligible:

<u>Age</u>	<u>Years of Service</u>
62	5
60	20
55	30

Special Optional

➤ To be eligible:

<u>Age</u>	<u>Years of Service</u>
50	20
Any age	25

Early Optional – Special Requirements: Only for Law Enforcement and Firefighter Personnel

➤ To be eligible:

<u>Age</u>	<u>Years of Service</u>
50	20
Any age	25



RETIREMENT – CSRS (cont)

Discontinued Service: The agency has to be undergoing a major reorganization, reduction-in-force, or transfer of function determined by the Office of Personnel Management. Your annuity is reduced if you are under age 55.

➤ To be eligible:

<u>Age</u>	<u>Years of Service</u>
50	20
Any age	25

Deferred Annuity: If you have at least 5 years of creditable civilian service, did not receive a refund of all retirement contributions, and are not eligible for an immediate optional/voluntary retirement benefit, you will be eligible for a deferred annuity at age 62.

You should file OPM Form 1496A, Application for Deferred Retirement, with OPM no sooner than 2 months before attaining age 62. The deferred annuity commences on your 62nd birthday.

The deferred annuity is based on the length of service and high-3 average salary in effect at date of separation.

If you want to make a deposit for post-1956 military service, you must make the deposit before separation in order to receive credit for the military service in the computation of your deferred annuity.



RETIREMENT – CSRS (cont)

CSRS Annuity Computations:

Short Cut Formula for CSRS Retirees
“Unofficial” (Provides a good estimate to determine the retirement factor)

Years of Service	32
subtract two years	<u>- 2</u>
of service	30

Use 60% as the retirement factor to be multiplied by the Hi-3 Average Salary

$$60\% \times \$47,654.94 = \$28,592.96$$



RETIREMENT – FERS

Eligibility is determined by your age and number of years of creditable service. In some cases you must have reached the Minimum Retirement Age (MRA) to receive retirement benefits.

Below is the chart to figure your MRA:

<u>If you were born</u>	<u>Your MRA is</u>
Before 1948	55
1948	55 and 2 months
1949	55 and 4 months
1950	55 and 6 months
1951	55 and 8 months
1952	55 and 10 months
In 1953 – 1964	56
1965	56 and 2 months
1966	56 and 4 months
1967	56 and 6 months
1968	56 and 8 months
1969	56 and 10 months
In 1970 and after	57



RETIREMENT – FERS (cont)

Immediate Retirement: If you meet one of the following sets of age and service requirements, you are entitled to an immediate retirement benefit:

<u>Age</u>	<u>Years of Service</u>
62	5
60	20
MRA	30
MRA	10

**If you retire at the MRA with at least 10, but less than 30 years of service, your benefit will be reduced by 5% a year for each year you are under 62, UNLESS you have 20 years of service and your benefit starts when you reach age 60 or later.

Early Retirement: Early retirement benefit is available in certain involuntary separation cases and in cases of voluntary separations during a major reorganization or reduction in force.

To be eligible:

<u>Age</u>	<u>Years of Service</u>
50	20
Any age	25



RETIREMENT – FERS (cont)

Deferred Retirement: Refers to delayed payment of benefits until criteria are met, as follows: If you leave Federal service before you meet the age and service requirement for an immediate retirement benefit, you MAY be eligible for deferred retirement benefits. To be eligible, you must have completed at least 5 years of creditable civilian service.

You may receive benefits when you reach one of the following ages:

<u>Age</u>	<u>Years of Service</u>
62	5
MRA	30
MRA	10
MRA	10

If you retire at the MRA with at least 10, but less than 30 years of service, your benefits will be reduced by 5% a year for each year you are under 62, unless you have 20 years of service and your benefit starts when you reach age 60 or later.



RETIREMENT – FERS (cont)

FERS Annuity Computations:

An even simpler formula under FERS is:

1% x number of years x High 3

Example:

1% x 30 yrs service x \$30,000 = \$6,000 per year

For employees who are at least Age 62 at their date of separation with 20 yrs of service, including CSRS service if the FERS annuity includes a CSRS component, the formula is:

1.1% x High-3 Average Pay x Years & Months of Service

Example:

Age 62

20 yrs FERS service Hi-3 = \$30,000

Annual Annuity:

1.1% x \$30,000 = \$330 x 20 yrs = \$6,600 per year



SEVERANCE PAY

ELIGIBILITY

- Full-time or Part-time who are servicing on qualifying appointments
AND
- Involuntarily separated from Federal service are entitled to receive severance pay if they meet other conditions of eligibility

AMOUNT

The amount of severance pay an employee receives is computed on the basis of:

- The employee's BASIC pay at the time of separation,
AND
- The number of years of creditable Federal service,
AND
- The age of the employee if over 40



FORMULA

SEVERANCE PAY (cont)



➤ The formula works like this:

Basic allowance:

1 week basic pay through 10 years creditable service
plus 2 weeks basic pay for each full year
beyond 10.

Over 40 years of age, an age adjustment allowance is
added, 2.5% of the basic severance pay
allowance for 3 full months over 40 or
10% for each full year.



SEVERANCE PAY (cont)

- Severance pay is paid through a series of payments aligned with the employee's biweekly pay periods prior to separation.
- DoD has the authority to grant upon employee's request payment of severance pay in one time lump sum.
 - If employee returns to work before the time he/she would have stopped receiving biweekly payments, he/she must repay a portion of the lump sum.
- Total amount of severance is limited to one year's salary. This is a lifetime limitation.
- Entitlement to severance pay ends when the individual is appointed to another Federal government qualifying appointment, OR severance pay is exhausted, OR the employee has received one year of severance pay.



Colonel Deborah B. Grays

Garrison Commander



HUMAN CAPITAL STRATEGY



Incentives Under Consideration:

- Tuition Assistance for Current Employees
- Student Loan Repayment Program
- Flexible Work Schedule
- Regular Telework Schedule
- Retention Incentive
- Job Exchange Program



HUMAN CAPITAL STRATEGY (cont)



Other Force Shaping Options:

- Voluntary Early Retirement Authority (VERA)
- Voluntary Separation Incentive Program (VSIP)

Additional Options:

- Priority Placement Program (PPP)
- Interagency Career Transition Assistance Plan (ICTAP)



NEW IMCOM COMMAND TEAM



LTG Lynch

No Photo
Available

CSM Ciotola



IMCOM COMMANDER'S INTENT

Sustain, Support, Defend



Soldier and Family Readiness

- A Deployable Mindset Across the Enterprise
- Responsive Services that Meet Fluid ARFORGEN Requirements
- Advanced Technology that Supports the Army's Evolving Training Requirements
- Pre-Deployment and Deployment Support that Delivers Readiness
- Effective Family Readiness Groups and Rear Detachments

Soldier and Family Well Being

- Active and Visible Leaders
- The Army Family Covenant Delivered
- Safe and Secure Installations (24/7)
- Resiliency and Balance—Mind, Body, and Spirit
- Strong Sense of Community and Pride
- High Quality of Life for Soldiers and Families that is Equitable and Predictable Across Installations
- Facilities and Programs that Enrich Soldier and Family Life
- Soldiers and Families Needs Met Throughout the Entire Deployment Cycle
- Quality Housing and Barracks

Leader and Workforce Development

- Multi-Skilled and Adaptive Leaders
- Constant Communication
- Teamwork in All Endeavors
- Professionalism and Selfless Service in All Things
- Adherence to Standards
- Clear and Consistent Feedback
- Healthy and Efficient Work Environments
- A Culture of Safety and Sustainability
- Continuing Education and Training Opportunities
- Sustainable, Empowered Workforce Focused on Collaboration and Innovation

Installation Readiness

- Sustainable Infrastructure that Supports Senior Commander Requirements
- Sustainable Army Communities of Excellence
- Installation Footprint Streamlined and Transformed
- Enhanced Capabilities Through Partnerships
- The Army's Infrastructure Modernized and Sustainable
 - Energy Efficiency and Security
 - Environmental Stewardship

The Sustainable Army Community of Excellence



BRAC INFORMATION

- Refer BRAC questions to:
 - BRAC Rumor Control Hotline: (404) 464-0965
 - Garrison Hotline: (404) 469-5959
- Obtain information on BRAC Websites:
 - <http://www.mcpherson.army.mil>
 - <http://www.mcpherson.army.mil/cpac/>
 - <http://www.hqda.army.mil/acsim/brac/braco.html>
 - <http://www.defenselink.mil/brac>
- E-Mail address for Forts McPherson / Gillem BRAC questions:
 - mcphusagtownhallquestions@conus.army.mil



FROM THE COMMAND TEAM